SYNOPSIS

A STUDY ON WORK LIFE BALANCE OF WOMEN ACADEMICIANS IN HIGHER EDUCATION IN RAJASTHAN

राजस्थान में उच्च शिक्षा में महिला शिक्षाविदों के कार्य जीवन संतुलन का एक अध्ययन

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स्थाई पंजीयन–पत्र

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सुरभि मेहरा,
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विषयः– स्थाई पंजीयन की सूचना।

विषयान्तर्गत विभागाध्यक्ष, प्रबंध अध्ययन विभाग, म.द.स. विश्वविद्यालय, अजमेर के माध्यम से अग्रेषित आपका पत्र दिनांक 03.02.2017 जिसके द्वारा आपने इस कार्यालय के पृष्ठांकित पत्रांक 113–22 दिनांक 04.01.17 में वर्णित प्रवेश शुल्क और पंजीयन शुल्क की राशि जमा कराना सूचित किया है, के आधार पर विश्वविद्यालय के अध्यादेश 124.10 के अन्तर्गत निम्नांकित शोध शीर्षक पर शोध कार्य करने हेतु आपका स्थाई पंजीयन किया जाता है।

स्थाई पंजीयन की दिनांक 11-07-2016 है।

अंग्रेजी मेंः **" A Study on work life balance of Women Academicians in Higher Education in Rajasthan "**

हिन्दी मेंः **" राजस्थान में उच्च शिक्षा मे महिला शिक्षाविदों के कार्य जीवन संतुलन का एक अध्ययन "**

सहायक कुलसचिव (शोध)

Introduction

In the early centuries, women were mostly confirmed to domestic and household work and if employed, they use to work in factories, farms, construction sites etc. Hardly women had any access to higher education and they were forced to be at the mercy of their male family members. The fast growing knowledge economy has given chance to women to be enlightened by education. With this education they are not only empowered but also became robust in their careers.

In this knowledge era, brain power is the requisite skill, rather than endurance or physical strength, the women employees seem to inundate into every sector in equivalence with men. But this has become an arduous challenge for women is as they have to perform the dual responsibilities. The responsibility of caring and managing the family puts the working women employees under severe stress when combined with their professional duties.

Multiple roles performed by individuals call for better integration between work and non-work issues. Even Jobs are no more cusshy/easy going, they are demanding. Similarly individual cannot be effective at work if they are not able to manage their personal lives. Finding time for socilization is no more a social obligation, but also a real stress buster. Hence, it has been found that work life balance is not only the source of care and concern, but also that it is the major source of dissatisfaction for employees. The problem of work life balance is clearly linked with withdrawal behaviour, including employee trunover and some sort of indiscipline or absenteeism. In the present global scenario every organisation tries to maintain specific standards and quality to attain reputation and recognition for their products along with customer satisfaction in terms of quality of services, products, and other offers etc. To achieve the targets and to wish stand in the competitive market the organisations are expecting and demanding more work from their employees and also imposing to learn new skills and latest technology. On the other hand employees are also demanding more from their employers to improve their social life. They want more time, resources, and support from their employers to enrich their life particularly other than at their work spot. In the process of attaining present targets, work schedules cerates more burden, stress and strain to the employees to imbalance their work and family life and even creates fear and frustration. Work Life - Balance assumes greatest significance when the demands of one's work and the life aspects seem equally critical at the same point in time.

Work Life Balance

Work Life Balance has emerged as a burning issue fuelled in by the changing social, economic roles of women. Work - Life balance is the ability to experience a sense of control and to stay productive and competitive at work while maintaining a happy, healthy home life with sufficient leisure. It's attaining focus and awareness, despite seemingly endless tasks and activities competing for your time and attention.

Work Life Balance is a concept that supports that employees to rift their time and energy between work (career and ambition) and other aspects of life (health, pleasure, leisure, family, spiritual development etc.) Work - life balance is essential to combat stress, ensuring individual and organisation success. Imbalanced lifestyles is costly, as it leads the employees to suffer from various health problems, efficiency problem, strss, burnouts, less sociable, increases individual health risks and damages productivity. Employees who have the tools to balance their professional and personal lives are happier, healthier, and more productive. In addition to improving performance, many younger employees place a high value on work-life balance.

Work Life Balance in Higher Education

Education sector has emerged as one of the largest employers in the country which has not only created plentiful job opportunities but has also resulted in new types of challenging careers. As this sector gives more emphasis to knowledge alone it is non-discriminating in nature. It provides opportunities for the educated, middle class women to build their own dreams and excel in their fields. A changing economy and an again workforce can join together to create an employment environment where competent females who are unhappy in their current situations are motivated to find a new place to work. Women in competitive environment also expected to combine home responsibility with working life where the question arise how to manage both the lives. Work life and personal life are two sides of some coin. Organization efforts with family support and technological can help the women balance personal front with professional work. Balancing work life linkage is not an easy thing to do for women. As demand from both sides can be extreme and women may need to make trade off. Education sector have higher responsibilities work pressure, never ending academic work, always think about working on next course, applying for next grant. Professionals have to make tough choices even when their work and personal life are close to equilibrium. A balance between work and life has to exist if want to make proper functioning at work and also at home.

Education sector is the ultimate cognitive work where the development and exchange or ideas are constantly brewing in people's mind, the job offers an enormous amout of flexibility, other than giving lecturers and attending the occasional meeting. On this part this appears to be ideal job for achieving work - life balance. But the nature of academic work is never ending. One always has to be thinking about working on next course, applying for next grant, and developing the next research project. Poor WLB balance has negative implications for organization in the global economy, as well as for individual women and their families. Balancing family and academia, especially for women, is a chronic challenge. Research reveals that little has changed over the past 100 years. As women have many barriers to overcome to meet the demands of work and home. Employees who have the tools to balance their professional and personal lives are happier, healthier, and more productive.

Work life balance for women in the education profession has become a biggest challenge in a today's world. The workload of teachers in higher education not only require their time in the institution but also prolong to their home so as to gear up for the subsequent day, apart from maintaining student records and fulfilling the various functional requirements of the institution.

In order to meet up the challenges of dynamic environment, employees have to spend extra working hours in order to be more effective and productive, so as to reach higher levels in their profession. Besides, faculties in higher education also need to focus on soft skills and life skills as they are responsible not only for generating good professional but also for fabricating good citizens.

Important of the Study

Work life balance helps employees to better manage as individuals.

The role of women has changed due to the changing conditions and social demands. With this there is tremendous pressure on women to develop a career as robust as the male members, besides sustaining active involvement in personal life.

Inbalanced work life of employees leads them to suffer from various health problems, efficiency problems, stress, burnouts, less sociable etc. The increasing work pressure is taking a toll on the working women leaving them with less time for themselves.

Therefore, the concept of work life balance is a core issue that must be investigated the number of working women is on the rise and the problems they face are also on pace with it.

The present study is significant from the following points-

1. The study is for assessing the dominance of work life balance among women academicians in higher education.
2. This study is proposed to examine the effect of various determinants like health, age group, workload etc. on work life balance of women academicians in higher education sector.
3. It will bring acquaintance with various work life balance practices which higher education institutions have undertaken specially for female academicians.
4. It is proposed to investigate the different problems faced by women academicians in work life balance and providing solutions for the same.
5. It helps in assessing the growing need for work life balance policies or programs for the working women in India.

So, it is in the best interest of both employer and employees to avoid these pitfalls through smart work life balance.

Review of literature on the Proposed Research Study

In order to find the gap to measure work life balance of women employees in higher education in Rajasthan the below enumerated literature have been reviewed :-

Singh OP and Singh SK (2015) study provides an overview about quality of work life of institutional teachers under various dimensions. New challenges can be faced by techers\ satisfaction, commitment and involvement in achieving personal as well as institutional effectiveness. This study helps to know the quality of work life (QWL) of teachers working in higher educational institutions and also role of quality of work life (QWL) on Job satisfaction, High quality of work life can give a result in better organizational performance, effectiveness, innovativeness, etc. Consequently, to contribute better life for all those peoples whom organizational members serve and with whom they deal and interact.

Kumari KT and Rama Devi V (2015) study is based on the contemporary issue of work - life balance of women employees. The study aimes to examine work - life balance of women employees and analyse various factors affecting work - life balance. The researcher has drawn 360 women of Banglore city employees working in various sector like banking, insurance, IT, BPO, health care and education constituting 60 employees from each sector for the purpose of the study in different service sector are significantly different.

Maharshi N and Chaturvedi R (2015) determine the key factor which significantly affect the work - life balance of women employees in banking sector. Study also highlighted theoretical aspects and important determinants of work - life balance.

Sharma P and Dayal P (2015) it is a specific sttudy of a private and public, Co-Operative sector banks of Kota City Rajasthan, India. The study endeavors to explore the challenges associated with managing professional and personal life of women employees of the banking sector. The study concluded that work life balance has become a quest for professionals of banking industries and also that women employee's work better when they do make time for family and personal interests.

Sharma H and Gulhar N (2014) study measured the job satisfaction and work life balance of working women employees of service sector in National Capital Region. Job satisfaction is a part of life satisfaction that can only happen if employees can create a balance in their work and family/personal life. They concluded that the view point of work life balance in their work and family/personal life. They concluded that the view point of work life balance for the employee of the organization is a progressive and cheering concept.

Ramya. R (2014) found that employees who consider their work roles to be an important component of their identities will be more likely to apply these communication technologies to work while in their non-work domain. Work - life balance is a concept including proper prioritizing between 'work' (career and ambition) and 'lifestyle' (health, pleasure, leisure, family and spiritual development/meditation).

Ameta K (2014) examined work life balance issues in context of service sector (particularly Education, Banking, Medical Sectors) in Rajasthan and also test the validity of Indian traditional psychology that women tend to have more work life imbalance and it is easier for a women working in education sector to manage both work and family efficiently in comparison to other sectors.

According to Anila KP and Prabhakar S (2014) work life balance can be stated as a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle. The pressure of an increasingly demanding work culture is perhaps the biggest and more pressing challenge in the present scenario. The cumulative effect of increased working hours is having an important effect on the lifestyle of a huge number of people, which is likely to prove demaging to their mental wellbeing. The study concludes that a moderate level of work life balance was found among the respondents. The study also found that demographic variables namely age, income and number of dependents to influence that level of work life balance.

Maiya S and Bagali MM (2014) study based on empirical work, provides a deep insight of work-life balance of working mothers in Public and Private sector. An experimental survey of equal number of Public and Private sector employees were carried out. Both the sectors were evaluated on 6 sub scales viz: personal factors, balancing factors, organizational support, motivational factors, career advancement and psychological factors. The results reveal the picture of difficulties faced in balancing the work demand and the life (family) responsibility. There was high correlation between the difficulties faced and the balancing act to be performed. The significant results reflected in the areas of career advancement factors, organizational support and Psychological factors.

Jain S (2014) figures out through his study that optimal decision making helps in maintaining a better balance and control in life. His story also stated how in integrate the decision making process into different aspects of life such as health, money, relationships, leisure etc.

Maran K and Usha S (2014) studied that in the present scenario most of the software employees are under the categories of women, the recent survey insist about quality of work

life balance of women employees in software industry is steadily shows the decreasing trend from 85% to 52% in the last ten years and more over 80% of women employees in software industry having more health issues and also not in the position to balancing their family.

Goswami TG and Mathur R (2013) study is about different organizations in form of cases that how the clashes between the work life and personal life of people hinders success of organzation and individual and what strategies can be adopted to resolve issues related to work life imbalances. They concluded that providing work-life friendly workplaces will result in a win - win situation for both employers and employees. work-life friendly workplaces enable employees to balance their personal and work commitments. Employers who proactively support a work - life friendly environment will stand to benefit from having a more engaged and productive workforce. This will also help in attracting retaining talent, especially in light of the tight labour market.

Lakshmi KS and Gopinath SS (2013) examined the effect of work life balance on women's performance and work attitude and determine the factors affeting work-lifeb balance. The study deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioral, beliefs and values, emotions, personality, self-concept etc. It is reasonable to conclude that modern organizations, especially educational specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

Punia V and Kamboj M (2013)b investigated the quality of work-life balance among Indian teachers serving in different academic stream across university and colleges. It emerged from the outcome that designation of the teachers, their nature of appointment, the academic stream in which they are teaching, and the nature of their serving institution affect their quality of work life balance directly significantly.

C.Geetha, B. Revathy (2013) study explains the important factors that affect the work life balance of women professionals. Their study also states that work life balance boosts the efficiency of employees and thus their productivity.

Mani Vijaya (2013) revealed the major factors the work life Balance of Women professionals in India as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Mehtha VR and Shinde R (2012) identify the perception of women employees towards benefits and challenges towards Work Life Balance. They concluded that achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence- linking work - life imbalance to reduced health and well - being among individuals and families.

Santhi, TS and Sundar K (2012) study explores different aspects to measure the level of satisfaction as perceived by the women - respondent employees on the varied determinants of work life balance, to identify the major factors that influence the work life balance among various categories of women employees irrespective of cadres. They concluded that in the set of factors facilitating work life balance is different for different for different groups.

Banker A (2012) study receals prioritizing work helps in improving work life balance. He explains through the valmiki syndrome how to leave work life balance.

Reddy NK, Vranda MN et al (2010) identified several variables that influence the level work-family confict (WFC) and Family - work conflict (FWC). Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of WFC and FWC. However, these variables have been conceptualized as variables have on psychological distress and wellbeing of the working women. The findings of the study emphasized the need to formulate guidelines for the management of WFCs at organizational level as it is related to job satisfaction and performance of the employees.

Nirmala Govindarajan, Oliver (2009) stated that women who spend more time at work climb the corporate ladder faster than those who don't work. Women choose to postpone child birth or remain childness in order to pursue a working career.

According to Burke ronald (2002) Both women and men prefer working in organizations that support work - life balance. Men appeared to benefit more than women. Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women gets strees as work and family are both equally important and both are the sources of their satisfaction. For women the former are both equally important and both are the sources of their satisfaction. For women the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other.

Research Gaps Identification in the Proposed Field of Investigation

There are certain gaps in the researches done.

1. In the light of literature review it is clear that many of the national and international researches have done on work life balance, but very fewer studies were done on work life balance of female academicians in higher education.
2. No parametric testing has been done on the determinants influencing work life balance of women academicians in higher education.
3. In the previous researches, only the problems of research are given importance but not the practices and remedies that should be adopted by higher educational institutions for work life balance.
4. No substantial research work has been done on different work life balance practices followed by organisations and the effect of work life balance on the performance and attitude of women academicians.

The proposed study would widen the scope of available knowledge and would fill in the gap in the researches already done. It will also provide a detailed description of various factors influencing work life balance.

It will help the higher education institutions to know the needs and wants of employees and how they can satisfy them through adopting proper work life balance practices. It will also help the organisations to modify their offerings according to women employee's desires.

The will help in increasing the work life balance and thus performance within the institution which in turn will also help in retaining good women academicians in an institution.

Research Objectives

The Primary objective is to study the work life balance of women academicians in higher education

In order to achieve the primary objective the below enumerated will be the secondary objectives :-

1. To study the demographic variables and its effect on female academicians work life balance in higher education.
2. To understand the work life balance of women academicians in higher education sector in Rajasthan.
3. To examine the work life balance and its impact on women academicians performance in higher education.
4. To portray the relationship to work life balance and women employees in public and private higher education sector.
5. To observe the effect of family constraints and social conditions on the work life balance of women academicians in higher education.

Research Methodology

Hypotheses

Ho1 Demographic characteristics does not influence the work of life balance of women academicians in higher education.
Ho1 Demographic characteristics influence the work life balance of women academicians in higher education.

Ho2 women academicians in higher education is not effected by elements of work life balance.
Ha2 women academicians in higher education is effected by elements of work life balance.

Ho3 Family constraints does not have any impact on the work life balance of women academicians in higher education.
Ho3 Family constraints have impact on the work life balance of women academicians in higher education.

Ho4 The work life balance of women academicians in higher education has no relationship with social variables.
Ho4 The work life balance of women academicians in higher education has relationship with social variables.

Ho5 There is no relationship between work life balance and women academicians in public and private higher education sector.
Ho5 There is a relationship between work life balance and women academicians in public and private higher education sector.

Research Design

Methodology: The present research work is based on descriptive research design.

Sample design:

- ***Universe:*** As the focus of the study revolves around the women employees in Rajasthan, so the Universe for the same would cover female academicians working in the colleges (both government and private) and universities in the State of Rajasthan.
- ***Sample Unit:*** The Sample unit will be 2 cities covering the State namely Jaipur and Ajmer. The Selection of these cities is based on a pilot survey which revealed that the colleges and Universities in these cities would be appropriate for the study to be conducted.
- ***Sample size:*** This research study will be based on the views of 500 women academicians from the various colleges and Universities in the State of Rajasthan.
- ***Sampling Type:*** The sample of the research would be collected through non-probability sampling, precisely through convenient sampling method.

Source of Information

a) Primary data will be collected questionnaire, survey etc.

b) Secondary data will be conducted through journals and research articles to support the research.

c) Personal observation wherever necessary will be made for additional information pertaining to research.

An exploratory qualitative study will be undertaken to better understand the key dimensions of work life balance. For this, personal in depth interviews, comprising open-ended questions with academicians will be conducted.

Identification of Critical Dimensions of Work life Balance

In - depth interviews with academicians and an examination of past studies on work life balance will provide an-insight about the critical dimensions of work life balance which will be selected for further research work.

Research Instrument

The research instruments will include questionnaires and interviews. The questionnaire items will be developed from inferences obtained through the review of the subject and from exploratory interviews.

Statistical Tools for Analysis:

The data so collected with the help of the questionnaire will be tested with the help of qualitative, statistical tools and techniques using the latest statistical software like AMOS and SPSS. Selection of the type of tests will depend on the type of data that would be collected through the questionnaire.

Limitations of the Study

1. Employees may not give proper response due to shortage of time.
2. Many institutions still not give importance to the concept of work life balance. so their information may be ambiguous.

Conclusion

The research would aim at studying the work life balance of women academicians in higher education and also to reveal the relationship between work life balance and women academicians in higher education.

As women workforce is increasing and their contribution to the organization is also considered to be valuable. It is very necessary for the organizations to acknowledge women employees by providing more appropriate work-life balance measures for them. Striking a healthy work-life balance is imperative for all the employees irrespective of the nature of work which they perform. It is the joint responsibility of the employer and the employees to ensure strong work - life balance that can bring in fruitful results to organization as well as employees also.

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